



Ontario College of  
Social Workers and  
Social Service Workers

Ordre des travailleurs  
sociaux et des techniciens  
en travail social de l'Ontario

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On October 7, 2021 allegations of the Member's professional misconduct were referred to the Discipline Committee for hearing, on a date yet to be fixed. Please see the Notice of Hearing below:

## **ONTARIO COLLEGE OF SOCIAL WORKERS AND SOCIAL SERVICE WORKERS**

**IN THE MATTER OF** Sections 26 and 28 of the *Social Work and Social Service Work Act*, 1998, S.O. 1998, Chapter 31;

**AND IN THE MATTER OF** a hearing directed to be held by the Discipline Committee of the Ontario College of Social Workers and Social Service Workers under the *Social Work and Social Service Work Act*, 1998;

**AND IN THE MATTER OF** allegations respecting the professional conduct of **Christopher Demian Brown**, a Social Worker and member of the said College;

### **NOTICE OF HEARING**

**TAKE NOTICE** that a hearing will take place on a date to be fixed by the Registrar at the hour of 9:30 o'clock in the forenoon (or as soon after that time as a panel can be convened for the purpose of conducting the hearing) at the Ontario College of Social Workers and Social Service Workers, 250 Bloor Street East, Suite 1000, Toronto, Ontario before the Discipline Committee of the Ontario College of Social Workers and Social Service Workers. The hearing will be held pursuant to the provisions of sections 26 and 28 of the *Social Work and Social Service Work Act, 1998* (the “**Act**”) and pursuant to the Regulations made thereunder, for the purpose of hearing and determining allegations of professional misconduct against you, **Christopher Demian Brown**, which allegations were referred to the Discipline Committee pursuant to section 24(5)(a) of the Act.

**AND TAKE NOTICE** that you are alleged to be guilty of professional misconduct within the meaning of section 26(2) of the Act in that you are alleged to have engaged in conduct that contravenes the Act, Ontario Regulation 384/00 (the “**Professional Misconduct Regulation**”), Schedule “A” to By-law No. 66 of the Ontario College of Social Workers and Social Service Workers, being the Ontario College of Social Workers and Social Service Workers Code of Ethics (the “**Code of Ethics**”), and Schedule “B” to By-law No. 66 of the Ontario College of Social Workers and Social Service Workers, being the Ontario College of Social Workers and Social Service Workers Standards of Practice Handbook (the “**Handbook**”)<sup>1</sup>.

**I. The following are particulars of the said allegations:**

1. You are, and were at all times relevant to these allegations, a registered social worker with the Ontario College of Social Workers and Social Service Workers (the “**College**”).
2. At all material times, you were engaging in private practice in Toronto, Ontario.
3. In early October 2020, you exchanged a number of messages with [*the client*] and were subsequently engaged by her to provide social work services to her, including counselling. [*The client*] was a vulnerable client who had sought assistance from you to deal with the death of her boyfriend, who had died several months earlier.
4. You have previously provided social work services, including EMDR therapy, to [*the client*] during the period from approximately March 2019 to June 2019.

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<sup>1</sup> By-law 24, as amended by By-law Nos. 32 and 48 and revoked effective July 1, 2008 by By-law 66, continues to apply to conduct which occurred prior to July 1, 2008.

5. On or about October 9, 2020, you met with [*the client*] over FaceTime for a therapy session. The meeting was conducted electronically due to the ongoing Covid-19 pandemic.
6. During the session with [*the client*] on October 9, 2020, you engaged in boundary crossing behaviours and made a number of remarks of a sexual nature to [*the client*], including stating words to the effect as follows:
  - You are the most beautiful girl I've seen;
  - I don't want this to affect the session but I find you very attractive;
  - We are so similar, I know this isn't professional but I need to be honest about my feelings about you;
  - I can make you feel like coke any day of the week.
7. As a result of your comments, [*the client*] explained to you that she was uncomfortable, that your comments were unprofessional, and she ended the FaceTime call with you.

**II. It is alleged that by reason of engaging in some or all of the conduct outlined above, you are guilty of professional misconduct as set out in section 26(2)(a) and (c) of the Act, as follows:**

- (a) you violated Sections 2.2 and 2.28 of the Professional Misconduct Regulation and Principle I of the Handbook (commented on in Interpretations 1.5 and 1.6) by failing to maintain awareness of your own values, attitudes and needs and how these impact on your professional relationship with the client; and by failing to distinguish your needs and interests from those of the client to ensure that the client's needs and interests remain paramount; and/or
- (b) you violated Sections 2.2, 2.6, 2.10 and 2.28 of the Professional Misconduct Regulation and Principle II of the Handbook (commented on in Interpretations 2.2, 2.2.1, 2.2.3. and 2.2.8) by failing to establish and

maintain clear and appropriate boundaries in your professional relationships for the protection of the client; by engaging in practice while in a conflict of interest; by using information obtained in the course of a professional relationship, and using your professional position of authority, to coerce, improperly influence, harass, abuse or exploit a client; and by failing to avoid conduct which could reasonably be perceived as reflecting negatively on the profession of social service work;

- (c) you violated Sections 2.2, 2.5 and 2.28 of the Professional Misconduct Regulation and Principle VIII of the Handbook (as commented on in Interpretations 8.1, 8.2.3, and 8.3) by failing to ensure that sexual misconduct did not occur; by engaging in behavior or remarks of a sexual nature towards the client, other than behaviour or remarks of a clinical nature appropriate to the service provided; by developing sexual feelings towards the client that could put the client at risk, and failing to seek consultation/supervision or develop an appropriate plan;
- (d) you violated Section 2.36 of the Professional Misconduct Regulation by engaging in conduct or performing an act relevant to the practice of the profession that, having regard to all circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional.

**AND TAKE NOTICE** that the Discipline Committee may make an order under Section 26(4), (5), (6), (7), (8) and (9) of the Act, or any of them, in respect of any or all of the above allegations.

**AND FURTHER TAKE NOTICE** that the parties (including the College and you) shall be given the opportunity to examine before the hearing any documents that will be given in evidence at the hearing.

**AND FURTHER TAKE NOTICE** that at the said hearing, you are entitled to be present and to be represented by counsel.

**IF YOU DO NOT ATTEND AT THE HEARING IN ACCORDANCE WITH THIS NOTICE OF HEARING, THE DISCIPLINE COMMITTEE**

**MAY PROCEED WITH THE HEARING, AND MAY DEAL WITH THE ABOVE ALLEGATIONS AGAINST YOU, IN YOUR ABSENCE AND WITHOUT ANY FURTHER NOTICE TO YOU.**

**DATED** at Toronto, the \_\_\_\_\_ day of October 2021.

By: \_\_\_\_\_

**Registrar**

**Ontario College of Social Workers and Social Service Workers**